

# **EXHIBIT 4**

From: Aubry McMahon <[aubrymcmahon@gmail.com](mailto:aubrymcmahon@gmail.com)>  
Sent: Tuesday, January 5, 2021 11:56 AM  
To: Catherine Miolla - US <[cmiolla@worldvision.org](mailto:cmiolla@worldvision.org)>  
Subject: Quick Question

[External Sender]

Hey there,

I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!

Aubry